

CONFORMED CONTRACT through Modification 167

****FOR INFORMATIONAL PURPOSES ONLY****

DE-AC07-05ID14516

Section J – Attachment D

**REGISTER OF WAGE DETERMINATIONS UNDER
THE SERVICE CONTRACT ACT**

M080

EFFECTIVE OCTOBER 1, 2008

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WD 05-2159 (Rev.-6) was first posted on www.wdol.gov on 06/03/2008

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT | EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor | WAGE AND HOUR DIVISION
| WASHINGTON D.C. 20210

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| Wage Determination No.: 2005-2159

Shirley F. Ebbesen Division of | Revision No.: 6

Director Wage Determinations| Date Of Revision: 05/29/2008

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State: Idaho

Area: Idaho Statewide

****Fringe Benefits Required Follow the Occupational Listing****

OCCUPATION CODE - TITLE MINIMUM WAGE RATE

01000 - Administrative Support And Clerical Occupations

01011 - Accounting Clerk I 11.15

01012 - Accounting Clerk II 12.57

01013 - Accounting Clerk III 13.72

01020 - Administrative Assistant 16.36

01040 - Court Reporter 18.73

01051 - Data Entry Operator I 11.01

01052 - Data Entry Operator II 12.07

01060 - Dispatcher, Motor Vehicle 15.94

01070 - Document Preparation Clerk 11.85

01090 - Duplicating Machine Operator 11.85

01111 - General Clerk I 10.59

01112 - General Clerk II 11.57

01113 - General Clerk III 12.71

01120 - Housing Referral Assistant 14.79

01141 - Messenger Courier 10.60

01191 - Order Clerk I 13.17

01192 - Order Clerk II 14.44

01261 - Personnel Assistant (Employment) I 12.68

01262 - Personnel Assistant (Employment) II 14.12

01263 - Personnel Assistant (Employment) III 15.68

01270 - Production Control Clerk 17.04

01280 - Receptionist 10.57

01290 - Rental Clerk 11.23

01300 - Scheduler, Maintenance 11.87

01311 - Secretary I 11.87

01312 - Secretary II 13.72

01313 - Secretary III 14.79

01320 - Service Order Dispatcher 14.71

01410 - Supply Technician 16.36

01420 - Survey Worker 10.36

01531 - Travel Clerk I 11.18

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01532 - Travel Clerk II 11.73
01533 - Travel Clerk III 12.72
01611 - Word Processor I 13.03
01612 - Word Processor II 13.45
01613 - Word Processor III 14.84
05000 - Automotive Service Occupations
05005 - Automobile Body Repairer, Fiberglass 17.65
05010 - Automotive Electrician 14.43
05040 - Automotive Glass Installer 14.24
05070 - Automotive Worker 14.07
05110 - Mobile Equipment Servicer 11.50
05130 - Motor Equipment Metal Mechanic 15.83
05160 - Motor Equipment Metal Worker 14.07
05190 - Motor Vehicle Mechanic 15.83
05220 - Motor Vehicle Mechanic Helper 11.50
05250 - Motor Vehicle Upholstery Worker 13.30
05280 - Motor Vehicle Wrecker 14.07
05310 - Painter, Automotive 15.03
05340 - Radiator Repair Specialist 15.27
05370 - Tire Repairer 10.02
05400 - Transmission Repair Specialist 15.83
07000 - Food Preparation And Service Occupations
07010 - Baker 11.02
07041 - Cook I 8.87
07042 - Cook II 10.29
07070 - Dishwasher 7.20
07130 - Food Service Worker 8.45
07210 - Meat Cutter 12.77
07260 - Waiter/Waitress 8.40
09000 - Furniture Maintenance And Repair Occupations
09010 - Electrostatic Spray Painter 12.39
09040 - Furniture Handler 10.99
09080 - Furniture Refinisher 12.46
09090 - Furniture Refinisher Helper 10.99
09110 - Furniture Repairer, Minor 11.02
09130 - Upholsterer 12.32
11000 - General Services And Support Occupations
11030 - Cleaner, Vehicles 8.88
11060 - Elevator Operator 8.88
11090 - Gardener 13.66
11122 - Housekeeping Aide 8.88
11150 - Janitor 9.76
11210 - Laborer, Grounds Maintenance 11.07
11240 - Maid or Houseman 7.81
11260 - Pruner 9.71
11270 - Tractor Operator 13.81
11330 - Trail Maintenance Worker 11.07
11360 - Window Cleaner 10.28
12000 - Health Occupations
12010 - Ambulance Driver 15.27
12011 - Breath Alcohol Technician 14.98
12012 - Certified Occupational Therapist Assistant 20.16
12015 - Certified Physical Therapist Assistant 20.16
12020 - Dental Assistant 14.94
12025 - Dental Hygienist 33.17

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12030 - EKG Technician 22.21
12035 - Electroneurodiagnostic Technologist 22.21
12040 - Emergency Medical Technician 15.27
12071 - Licensed Practical Nurse I 13.33
12072 - Licensed Practical Nurse II 14.94
12073 - Licensed Practical Nurse III 16.71
12100 - Medical Assistant 14.41
12130 - Medical Laboratory Technician 16.28
12160 - Medical Record Clerk 12.89
12190 - Medical Record Technician 14.89
12195 - Medical Transcriptionist 13.48
12210 - Nuclear Medicine Technologist 32.30
12221 - Nursing Assistant I 9.69
12222 - Nursing Assistant II 10.90
12223 - Nursing Assistant III 11.89
12224 - Nursing Assistant IV 13.33
12235 - Optical Dispenser 14.76
12236 - Optical Technician 13.18
12250 - Pharmacy Technician 14.80
12280 - Phlebotomist 13.33
12305 - Radiologic Technologist 22.27
12311 - Registered Nurse I 21.76
12312 - Registered Nurse II 24.79
12313 - Registered Nurse II, Specialist 24.79
12314 - Registered Nurse III 29.53
12315 - Registered Nurse III, Anesthetist 29.53
12316 - Registered Nurse IV 33.07
12317 - Scheduler (Drug and Alcohol Testing) 18.56
13000 - Information And Arts Occupations
13011 - Exhibits Specialist I 14.97
13012 - Exhibits Specialist II 19.12
13013 - Exhibits Specialist III 22.70
13041 - Illustrator I 14.97
13042 - Illustrator II 18.56
13043 - Illustrator III 22.70
13047 - Librarian 20.54
13050 - Library Aide/Clerk 11.88
13054 - Library Information Technology Systems Administrator 19.57
13058 - Library Technician 13.31
13061 - Media Specialist I 13.38
13062 - Media Specialist II 14.98
13063 - Media Specialist III 16.69
13071 - Photographer I 13.38
13072 - Photographer II 16.76
13073 - Photographer III 18.78
13074 - Photographer IV 23.09
13075 - Photographer V 28.39
13110 - Video Teleconference Technician 14.96
14000 - Information Technology Occupations
14041 - Computer Operator I 13.34
14042 - Computer Operator II 15.01
14043 - Computer Operator III 17.53
14044 - Computer Operator IV 20.43
14045 - Computer Operator V 19.84
14071 - Computer Programmer I (1) 17.62

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14072 - Computer Programmer II (1) 22.88
14073 - Computer Programmer III (1)
14074 - Computer Programmer IV (1)
14101 - Computer Systems Analyst I (1)
14102 - Computer Systems Analyst II (1)
14103 - Computer Systems Analyst III (1)
14150 - Peripheral Equipment Operator 13.16
14160 - Personal Computer Support Technician 20.15
15000 - Instructional Occupations
15010 - Aircrew Training Devices Instructor (Non-Rated) 25.07
15020 - Aircrew Training Devices Instructor (Rated) 30.33
15030 - Air Crew Training Devices Instructor (Pilot) 33.36
15050 - Computer Based Training Specialist / Instructor 26.77
15060 - Educational Technologist 20.31
15070 - Flight Instructor (Pilot) 33.36
15080 - Graphic Artist 17.99
15090 - Technical Instructor 18.36
15095 - Technical Instructor/Course Developer 22.46
15110 - Test Proctor 14.55
15120 - Tutor 14.55
16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations
16010 - Assembler 8.36
16030 - Counter Attendant 8.36
16040 - Dry Cleaner 10.35
16070 - Finisher, Flatwork, Machine 8.36
16090 - Presser, Hand 8.36
16110 - Presser, Machine, Drycleaning 8.36
16130 - Presser, Machine, Shirts 8.36
16160 - Presser, Machine, Wearing Apparel, Laundry 8.36
16190 - Sewing Machine Operator 10.51
16220 - Tailor 11.15
16250 - Washer, Machine 8.75
19000 - Machine Tool Operation And Repair Occupations
19010 - Machine-Tool Operator (Tool Room) 13.55
19040 - Tool And Die Maker 20.30
21000 - Materials Handling And Packing Occupations
21020 - Forklift Operator 12.10
21030 - Material Coordinator 17.06
21040 - Material Expediter 17.06
21050 - Material Handling Laborer 10.54
21071 - Order Filler 10.95
21080 - Production Line Worker (Food Processing) 12.10
21110 - Shipping Packer 11.83
21130 - Shipping/Receiving Clerk 11.83
21140 - Store Worker I 9.84
21150 - Stock Clerk 14.12
21210 - Tools And Parts Attendant 12.10
21410 - Warehouse Specialist 12.10
23000 - Mechanics And Maintenance And Repair Occupations
23010 - Aerospace Structural Welder 21.20
23021 - Aircraft Mechanic I 20.19
23022 - Aircraft Mechanic II 21.20
23023 - Aircraft Mechanic III 22.26
23040 - Aircraft Mechanic Helper 13.63
23050 - Aircraft, Painter 19.01

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23060 - Aircraft Servicer 16.63
23080 - Aircraft Worker 17.60
23110 - Appliance Mechanic 16.84
23120 - Bicycle Repairer 10.23
23125 - Cable Splicer 28.46
23130 - Carpenter, Maintenance 17.46
23140 - Carpet Layer 17.64
23160 - Electrician, Maintenance 19.82
23181 - Electronics Technician Maintenance I 19.39
23182 - Electronics Technician Maintenance II 22.08
23183 - Electronics Technician Maintenance III 26.15
23260 - Fabric Worker 16.56
23290 - Fire Alarm System Mechanic 18.62
23310 - Fire Extinguisher Repairer 15.33
23311 - Fuel Distribution System Mechanic 21.65
23312 - Fuel Distribution System Operator 17.67
23370 - General Maintenance Worker 16.45
23380 - Ground Support Equipment Mechanic 20.19
23381 - Ground Support Equipment Servicer 16.63
23382 - Ground Support Equipment Worker 17.60
23391 - Gunsmith I 15.33
23392 - Gunsmith II 17.65
23393 - Gunsmith III 19.90
23410 - Heating, Ventilation And Air-Conditioning Mechanic 18.62
23411 - Heating, Ventilation And Air Conditioning Mechanic (Research Facility) 19.43
23430 - Heavy Equipment Mechanic 18.62
23440 - Heavy Equipment Operator 18.62
23460 - Instrument Mechanic 18.62
23465 - Laboratory/Shelter Mechanic 18.74
23470 - Laborer 10.54
23510 - Locksmith 17.48
23530 - Machinery Maintenance Mechanic 20.03
23550 - Machinist, Maintenance 17.44
23580 - Maintenance Trades Helper 13.09
23591 - Metrology Technician I 18.62
23592 - Metrology Technician II 19.55
23593 - Metrology Technician III 20.53
23640 - Millwright 19.13
23710 - Office Appliance Repairer 17.48
23760 - Painter, Maintenance 16.06
23790 - Pipefitter, Maintenance 21.73
23810 - Plumber, Maintenance 19.54
23820 - Pneudraulic Systems Mechanic 19.90
23850 - Rigger 19.89
23870 - Scale Mechanic 17.65
23890 - Sheet-Metal Worker, Maintenance 18.62
23910 - Small Engine Mechanic 13.38
23931 - Telecommunications Mechanic I 20.48
23932 - Telecommunications Mechanic II 23.41
23950 - Telephone Lineman 20.45
23960 - Welder, Combination, Maintenance 16.65
23965 - Well Driller 18.62
23970 - Woodcraft Worker 19.90

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23980 - Woodworker 14.28
24000 - Personal Needs Occupations
24570 - Child Care Attendant 8.51
24580 - Child Care Center Clerk 12.47
24610 - Chore Aide 8.46
24620 - Family Readiness And Support Services Coordinator 11.09
24630 - Homemaker 9.26
25000 - Plant And System Operations Occupations
25010 - Boiler Tender 19.55
25040 - Sewage Plant Operator 15.21
25070 - Stationary Engineer 19.55
25190 - Ventilation Equipment Tender 13.79
25210 - Water Treatment Plant Operator 15.21
27000 - Protective Service Occupations
27004 - Alarm Monitor 15.36
27007 - Baggage Inspector 12.00
27008 - Corrections Officer 18.00
27010 - Court Security Officer 19.14
27030 - Detection Dog Handler 15.80
27040 - Detention Officer 18.00
27070 - Firefighter 18.25
27101 - Guard I 12.00
27102 - Guard II 15.80
27131 - Police Officer I 21.40
27132 - Police Officer II 23.79
28000 - Recreation Occupations
28041 - Carnival Equipment Operator 10.85
28042 - Carnival Equipment Repairer 13.10
28043 - Carnival Equipment Worker 9.19
28210 - Gate Attendant/Gate Tender 12.73
28310 - Lifeguard 11.34
28350 - Park Attendant (Aide) 14.24
28510 - Recreation Aide/Health Facility Attendant 10.39
28515 - Recreation Specialist 13.15
28630 - Sports Official 11.34
28690 - Swimming Pool Operator 15.58
29000 - Stevedoring/Longshoremen Occupational Services
29010 - Blocker And Bracer 17.65
29020 - Hatch Tender 17.65
29030 - Line Handler 17.65
29041 - Stevedore I 15.43
29042 - Stevedore II 17.73
30000 - Technical Occupations
30010 - Air Traffic Control Specialist, Center (HFO) (2) 33.96
30011 - Air Traffic Control Specialist, Station (HFO) (2) 23.42
30012 - Air Traffic Control Specialist, Terminal (HFO) (2) 25.79
30021 - Archeological Technician I 16.26
30022 - Archeological Technician II 18.18
30023 - Archeological Technician III 22.54
30030 - Cartographic Technician 22.77
30040 - Civil Engineering Technician 20.54
30061 - Drafter/CAD Operator I 16.26
30062 - Drafter/CAD Operator II 20.76
30063 - Drafter/CAD Operator III 21.52
30064 - Drafter/CAD Operator IV 23.22

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30081 - Engineering Technician I 13.93
30082 - Engineering Technician II 15.62
30083 - Engineering Technician III 18.43
30084 - Engineering Technician IV 21.66
30085 - Engineering Technician V 26.49
30086 - Engineering Technician VI 28.13
30090 - Environmental Technician 21.18
30210 - Laboratory Technician 18.42
30240 - Mathematical Technician 24.45
30361 - Paralegal/Legal Assistant I 16.56
30362 - Paralegal/Legal Assistant II 20.52
30363 - Paralegal/Legal Assistant III 24.33
30364 - Paralegal/Legal Assistant IV 30.36
30390 - Photo-Optics Technician 24.45
30461 - Technical Writer I 20.81
30462 - Technical Writer II 25.45
30463 - Technical Writer III 27.73
30491 - Unexploded Ordnance (UXO) Technician I 21.58
30492 - Unexploded Ordnance (UXO) Technician II 26.11
30493 - Unexploded Ordnance (UXO) Technician III 31.30
30494 - Unexploded (UXO) Safety Escort 21.58
30495 - Unexploded (UXO) Sweep Personnel 21.58
30620 - Weather Observer, Combined Upper Air Or Surface Programs (2) 16.21
30621 - Weather Observer, Senior (2) 19.81
31000 - Transportation/Mobile Equipment Operation Occupations
31020 - Bus Aide 9.87
31030 - Bus Driver 12.34
31043 - Driver Courier 11.47
31260 - Parking and Lot Attendant 8.69
31290 - Shuttle Bus Driver 12.47
31310 - Taxi Driver 9.39
31361 - Truckdriver, Light 12.47
31362 - Truckdriver, Medium 13.66
31363 - Truckdriver, Heavy 15.02
31364 - Truckdriver, Tractor-Trailer 15.02
99000 - Miscellaneous Occupations
99030 - Cashier 8.39
99050 - Desk Clerk 8.07
99095 - Embalmer 22.74
99251 - Laboratory Animal Caretaker I 9.80
99252 - Laboratory Animal Caretaker II 10.69
99310 - Mortician 23.56
99410 - Pest Controller 15.13
99510 - Photofinishing Worker 11.01
99710 - Recycling Laborer 14.11
99711 - Recycling Specialist 14.94
99730 - Refuse Collector 12.45
99810 - Sales Clerk 11.29
99820 - School Crossing Guard 11.85
99830 - Survey Party Chief 16.75
99831 - Surveying Aide 11.35
99832 - Surveying Technician 15.23
99840 - Vending Machine Attendant 10.47
99841 - Vending Machine Repairer 13.46
99842 - Vending Machine Repairer Helper 10.12

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$3.24 per hour or \$129.60 per week or \$561.60 per month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Under the SCA at section 8(b), this wage determination does not apply to any employee who individually qualifies as a bona fide executive, administrative, or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals, (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition, because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example, if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate, then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally, because job titles vary widely and change quickly in the computer industry, job titles are not determinative of the application of the computer professional exemption. Therefore, the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures, including consulting with users, to determine hardware, software or system functional specifications;

(2) The design, development, documentation, analysis, creation, testing or modification of computer systems or programs, including prototypes, based on and related to user or system design specifications;

(3) The design, documentation, testing, creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties, the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am.

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If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations", Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at

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<http://www.dol.gov/esa/whd/> or through the Wage Determinations On-Line (WDOL) Web site at <http://wdol.gov/>.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE

{Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C) (vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) (2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.